



Corporate Social Responsibility at NP Hotels



Agenda

- Introduction
- Internal actions
- External actions
- What's next?



NP Hotels consists of three hotels and a restaurant



FRONT

COPENHAGEN
CORNER



Introduction

- Pernille Lueken Lehm, 34 years
- Worked at NP Hotels for almost 5 years, 2 years as HR Manager
- Have been employed at Hilton, Marriott, Choice Hotels in different functions

Policy for chronic and / or severe diseases

- Any disease that could have an impact on the employee's work performance, that could manifest itself at any time or that represents a risk for other colleagues
- Address the disease openly and talk about it
- If needed, invite experts to talk to the department about the disease
- Do not allow gossip or exclusion – address it immediately
- Today we have one employee with HIV, one with epilepsy and a few with diabetes

Safety and Security


- In Denmark work environment safety is regulated by law
- Numerous actions are mandatory and must be implemented in each company with more than 5 employees
- To ensure the employee's involvement in the process, we purchased an online system, where every employee has their own password and can see which actions are taken in their own departments
- At NP Hotels we strive towards doing more
 - Physical education in how to carry luggage appropriately in order to prevent injuries
 - Ergonomic correct work spaces – non-slip kitchen floors, liftable table tops in offices and kitchen
 - Employee influence in safety and security



Step 1- Surveys




- Everyone will see a survey with questions about their particular department and work function





APV – Spørgeskema Kontor 1.1

Virksomhed: _____ Afdeling/SIG: _____
 Dato: _____ Medarbejder: _____

1. Fysiske forhold				
Vurder følgende arbejdsmiljøforhold:	 Problem	 OK	 Rigtig godt	Bemærkninger og forslag til handlingsplan
1.1 Varme	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
1.2 Kulde- og trækgener	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
1.3 Luftkvalitet (evt. lugt, tobaksrøg)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
1.4 Fugt, råd og mug	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
1.5 Snavsede og uhygiejniske forhold	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
1.6 Arbejdsbelysning og mulighed for dagslys	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
1.7 Nyistandsatte bygninger (afgassing)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

Step 2- Evaluation and prioritizing

- Overview of the answers
- What should we take care of first?



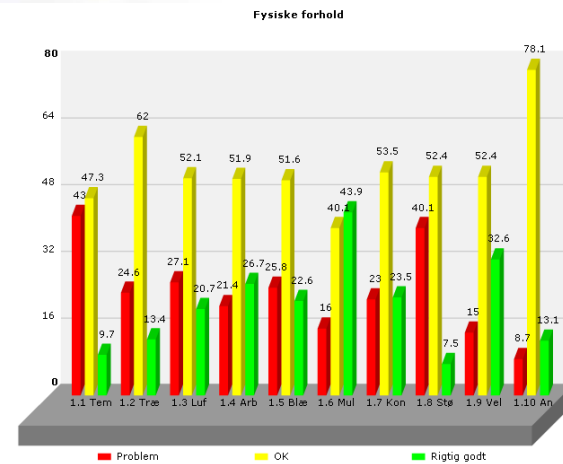
Orbicon

APV-Opsamlings- og Prioriteringsskema - Kontor 1.1

Virksomhed: ORBICON-testside Afdeling/SIG: Afdeling 01

Dato: 27-08-2007 19:49 Antal svar: 16

1. Fysiske forhold						
Arbejds miljøforhold:	Problem	OK	Rigtig godt	Besvarelses Alle	Prioriteret	Løst
1.1 Temperatur	5	9	2	Vis	<input type="checkbox"/>	
1.2 Trækgener	4	10	2	Vis	29-01-2007	27-08-2007
1.3 Luftkvalitet (evt.støv, lugt, tobaksrøg)	4	7	5	Vis	08-02-2007	
1.4 Arbejdsbelysning	5	6	5	Vis	08-03-2007	
1.5 Blænding eller spejlinger i PC-skærme	1	8	7	Vis	<input type="checkbox"/>	
1.6 Mulighed for dagslys	2	5	9	Vis	<input type="checkbox"/>	
1.7 Kontorlokalets akustik	4	6	6	Vis	<input type="checkbox"/>	




- 1.1 Temperatur
- 1.2 Trækgener
- 1.3 Luftkvalitet (evt.støv, lugt, tobaksrøg)
- 1.4 Arbejdsbelysning
- 1.5 Blænding eller spejlinger i PC-skærme
- 1.6 Mulighed for dagslys
- 1.7 Kontorlokalets akustik
- 1.8 Støj fra personer, udstyr og ventilation
- 1.9 Velfærdsforanstaltninger (toiletter, spisesteder m.m.)
- 1.10 Andet vedr. fysiske forhold





Step 3- Action plans & follow-up

- What will be done?
- Who is in charge?
- When is the deadline?



APV-Handlingsplan

Afdeling/SIG: Afdeling 01 Udarbejdet af: AA Dato: 29-01-2007
 Lovkrav: Godkendt af: BB Dato: 29-01-2007

Arbejds miljøforholdet:

1.2 Trækgener

Uddybende beskrivelser af problemet
 (hvem er omfattet?, årsager?, konsekvenser?)

Der er store trækproblemer på alle kontorer, især når dørene står åbne. Der er mistanke om at ventilationssystemet ikke er reguleret tilstrækkeligt. Mange har problemer med forkølelse osv.

Hvordan skal problemet løses
 (hvad koster løsningen?, hvilke gevinster medfører løsningen? og vil løsningen evt. medføre andre konsekvenser, som kan give modstand hos nogle?)

Arbejds miljørådgiver O. skal tilkaldes mhp. afklaring af ventilationssystemets funktion. Efter gennemgangen tages stilling til rådgiverens løsningsforslag. Efter gennemgangen står det klart at en rensning vil kunne klare problemet. Rensningen anslås at ville koste xxxx kr.

Hvilke aktiviteter skal vi sætte i gang og hvornår:

Aktivitet	Planlagt tidspunkt	Ansvarlig	Gennemført
Kontakt til arbejds miljørådgiver O	29-01-2007	AA	29-01-2007
Arbejds miljørådgiver gennemgår ventilationssystemet	18-04-2007	AA	18-04-2007
Løsningsforslag gennemgås og beslutning tages	27-07-2007	AA	27-08-2007
		Tilføj Aktivitet	Fjern Aktivitet
			Opgaven er løst
Opfølgning	27-08-2007	AA	27-08-2007



External partners



Natteravnene – Night owls





Why are we involved?

- Responsibility for the local area
- Contribution to making the inner city a safe place to be at night
- Beneficial for our guests and staff



Burningpanda.dk – Earth Hour





Why are we involved?

- Showing our commitment towards solving the climate issues we globally are facing
- Encouraging our staff to shut the lights during this hour in their homes as well
- Corresponds well with our own internal environmental program
“Butterfly Effect - for the environment”



Hotel D'Angleterre
– for the Environment

Humor mod AIDS – Humor against AIDS



humor mod aids 

Why are we involved?

- Fun and easy way to show support for a severe issue
- It immediately raises awareness and guests engage in dialogues about this issue, when checked in by a front desk agent wearing a clown's nose

Ecco Walkathon

DING AARHUS WARSAW HAMBURG COPENHAGEN
ECCO WALKATHON
DONATE MONEY WITH YOUR FEET!
COPENHAGEN . WARSAW . HAMBURG . ODENSE . AALBORG . KOLDING . AARHUS



Why are we involved?

- Support of projects that work for children, healthy life style and wild life
- All employees can identify themselves with at least one of those three charity groups
- A great opportunity for the staff to get together outside of work and to meet each others families



What's next?

Facing the actual issues of financial challenges like many companies do, we are happy to have chosen ways of exercising social corporate responsibility by taking actions and not only donating money.

A lot of charitable organizations are facing set backs these days, because corporations that were used to donating money on a regular basis are forced to cut backs.

We can keep on offering coffee free of charge to the Night Owls and shutting the lights on our facades, even though revenue is not the same it was the last two years.

In time we want to find more projects of that character where support is executed by being creative and present.

We always try to involve our employees as much as possible and ideas are always welcome.

We will also keep on doing this without marketing ourselves. Our support towards these causes is genuine.